

**IN THE UNITED STATES DISTRICT COURT  
FOR THE NORTHERN DISTRICT OF ALABAMA  
EASTERN DIVISION**

POLLY DIANE TRANTHAN, and )  
LAURA ANN WILLIAMS, )

Plaintiffs, )

vs. )

SCOOPER, INC. d/b/a LONG LEAF )  
LODGE, and JAMES L. COXWELL, )

Defendants. )

CIVIL ACTION NO.:

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**COMPLAINT**

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JURISDICTION AND VENUE

1. This is a suit to obtain relief for gender discrimination, race discrimination and retaliation under Title VII of the Civil Rights Act of 1964, as amended, as well as for race discrimination and retaliation in violation of 42 U.S.C. §1981. The Plaintiffs seek to recover under Alabama tort law as well.
2. The jurisdiction of this Court is invoked pursuant to 28 U.S.C. §§ 1331, 1343(4) and 28 U.S.C. §§ 2201 and 2202.
3. Venue is proper in that the alleged acts occurred in Calhoun County,

Alabama.

### PARTIES

4. Plaintiff Polly Diane Trantham is a white, female resident of Calhoun County, Alabama who is over the age of 19.
5. Plaintiff Laura Ann Williams is an African-American, female resident of Calhoun County, Alabama who is over the age of 19.
6. Defendant Socoper, Inc. d/b/a Long Leaf Lodge (Socoper) is a Georgia corporation that during the events relevant to this action did business in Calhoun County, Alabama.
7. Defendant Socoper was Ms. Trantham's employer.
8. Defendant Socoper was Ms. Williams employer.
9. Defendant Socoper is an employer for purposes of Title VII of the Civil Rights Act of 1964, as amended.
10. Defendant James L. Cowell is a white, male over the age of 19 and a resident of the State of Georgia.
11. Defendant James L. Coxwell is the CEO, CFO and Secretary for Defendant Socoper.

ADMINISTRATIVE REMEDIES

12. On October 1, 2015, Ms. Trantham filed a Charge of Discrimination against Defendant Socoper. (Charge No.846-2015-33184). (Exhibit 1).
13. Ms. Trantham filed an Amended Charge of Discrimination on October 21, 2015. (Exhibit 2).
14. On June 13, 2016, EEOC issued a Notice of Right to Sue with respect to Charge 846-215-33184. (Exhibit 3).
15. Ms. Trantham initiated this action within 90 days of June 13, 2016.
16. On October 16, 2015, Ms. Williams filed a Charge of Discrimination against Defendant Socoper. (Charge No. 420-2015-02827). (Exhibit 4).
17. On June 13, 2016, EEOC issued a Notice of Right to Sue with respect to Charge 420-2015-02827. (Exhibit 5).
18. All conditions precedent to the institution of this lawsuit have been fulfilled.

COUNT I  
TITLE VII  
RETALIATION  
(Polly Trantham)

19. This is a claim against Defendant Socoper arising under Title VII of the Civil Rights Act of 1964, as amended, prohibiting retaliation in the

workplace

20. Socoper hired Ms. Trantham to work as the Bookkeeper for Long Leaf Lodge in January 2013.
21. Socoper later assigned her manager duties for Long Leaf Lodge.
22. Ms. Trantham's last rate of pay was \$14.75 an hour.
23. Ms. Trantham worked approximately 50 hours a week.
24. Ms. Trantham's supervisor was the owner of Long Leaf Lodge, Defendant James L. Coxwell.
25. Defendant Coxwell made sexually offensive statements to Ms. Trantham, pursued her sexually, and exposed his genitals to her.
26. Ms. Trantham opposed his conduct.
27. Defendant Coxwell used racial slurs in the workplace on a regular basis.
28. Defendant Coxwell made racial slurs about an African-American Housekeeper Supervisor.
29. Defendant Coxwell referred to African-American employees as stupid and ignorant.
30. Defendant Coxwell told Ms. Trantham that when he sold insurance in the African-American section of town, he would accept sexual favors from black girls when their parents could not pay their insurance premiums he

was collecting.

31. Defendant Coxwell commented that one of the African-American female's skin tone was so light, she could pass for white, and he would like to see her in a bathing suit.
32. Mr. Coxwell and another white employee referred to the housekeeping staff as "lying black bitches."
33. Ms. Trantham opposed Defendant Coxwell's racist comments.
34. Ms. Trantham wanted to discipline the white employee for the racist remark.
35. Defendant Coxwell would not allow Ms. Trantham to discipline the white employee for making a racist remark.
36. Ms. Trantham complained to Defendant Coxwell that the way he spoke about and to African-American employees was illegal and would result in the lodge being sued.
37. In June 2015, Defendant Coxwell instructed Ms. Williams to discharge an African-American employee so that he could hire his daughter.
38. Ms. Trantham held a good faith belief Mr. Coxwell's directive was racially discriminatory.
39. Ms. Trantham refused Defendant Coxwell's direction to terminate the African-American employee.

40. Defendant Coxwell responded that Ms. Trantham was not going to place more value on a “nigger.”
41. Defendant Socoper issued a verbal warning to Ms. Trantham about hiring African-Americans.
42. Defendant Coxwell told Ms. Trantham that she was not going to turn the Long Leaf Lodge into a “ghetto lodge,” and he was tired of her hiring “hood rats.”
43. Defendant Coxwell made frequent sexual remarks and overtures to Ms. Trantham.
44. Ms. Trantham refused and opposed Defendant Coxwell’s sexual remarks and overtures.
45. Defendant Socoper terminated Ms. Trantham’s employment July 6, 2015.
46. Upon information and belief, Defendant Coxwell made the decision to terminate Ms. Trantham’s employment.
47. Defendant Socoper terminated Ms. Trantham for opposing employment practices made unlawful by Title VII of the Civil Rights Act of 1964, as amended.
48. Ms. Trantham filed a Charge of Discrimination with the Equal Employment Opportunity Commission (“EEOC”) on October 1, 2015.

49. After Ms. Trantham filed her EEOC Charge, Socoper acted in a retaliatory manner toward her.
50. Socoper's retaliatory behavior that followed Ms. Trantham filing her EEOC charge included, but was not limited to, making derogatory and false statements about her, providing negative employment references on her, contacting prospective employers to give a negative reference on Ms. Trantham, engaging in threatening communications to her, and writing her name on a skull Defendant Coxwell kept in his office.
51. Defendant Socoper retaliated against Ms. Trantham.
52. Defendant Socoper's retaliatory conduct injured Ms. Trantham.

WHEREFORE, PREMISES CONSIDERED, the Plaintiff Trantham respectfully requests the entry of judgment under Title VII, as amended, against Defendant Socoper pursuant to an Order awarding:

- a. compensatory damages to be determined by the trier of fact;
- b. punitive damages to be determined by the trier of fact;
- c. nominal damages to be determined by the trier of fact;
- d. injunctive relief, including backpay and pre-judgment interest;
- e. that relief which is fair, just, and equitable under the circumstances of this case;

- f. reasonable attorney's fees; and
- g. the costs of this suit.

COUNT II  
42 U.S.C. §1981  
RETALIATION  
(Polly Trantham)

- 53. This is a claim against Defendant Socoper and Defendant Coxwell arising under 42 U.S.C. §1981.
- 54. Ms. Trantham adopts and incorporates by reference the facts alleged above in support of this Count.
- 55. Defendant Coxwell used racial slurs in the workplace on a regular basis.
- 56. Ms. Trantham complained to Defendant Coxwell that the way he spoke about and to African-American employees was illegal and would result in the lodge being sued.
- 57. Defendant Coxwell would not allow Ms. Trantham to discipline a white employee who referred to African-Americans as "coons."
- 58. In June 2015, Defendant Coxwell instructed Ms. Williams to discharge an Gereka Ford, an African-American employee, so he could hire his daughter.
- 59. Ms. Trantham held a good faith belief Mr. Coxwell's directive was racially



discriminatory.

60. Ms. Trantham refused Defendant Coxwell's direction to terminate the African-American employee.
61. Defendant Coxwell responded that Ms. Trantham was not going to place more value on a "nigger."
62. Defendant Socoper issued a verbal warning to Ms. Trantham about hiring African-Americans.
63. Defendant Coxwell told Ms. Trantham that she was not going to turn the Long Leaf Lodge into a "ghetto lodge," and he was tired of her hiring "hood rats."
64. Defendant Socoper and Defendant Coxwell terminated Ms. Trantham's employment July 6, 2015.
65. Defendant Coxwell told Ms. Trantham the reason for her termination as that it was "not working out."
66. Defendants terminated Ms. Trantham for opposing racially discriminatory employment practices.
67. Ms. Trantham filed a Charge of Discrimination with EEOC on October 1, 2015.
68. After Ms. Trantham filed her EEOC Charge, Defendants Socoper and

Coxwell acted in a retaliatory manner toward her.

69. Socoper's retaliatory behavior that followed Ms. Trantham filing her EEOC charge included, but was not limited to, making derogatory and false statements about her, engaging in threatening communications to her, and writing her name on a skull Defendant Coxwell kept in his office.
70. Defendants retaliated against Ms. Trantham.
71. Defendants' retaliatory conduct injured Ms. Trantham.

WHEREFORE, PREMISES CONSIDERED, the Plaintiff Trantham respectfully requests the entry of judgment under 42 U.S.C. §1981, against Defendant Socoper and Defendant Coxwell pursuant to an Order awarding:

- a. compensatory damages to be determined by the trier of fact;
- b. punitive damages to be determined by the trier of fact;
- c. nominal damages to be determined by the trier of fact;
- d. injunctive relief, including backpay and pre-judgment interest;
- e. that relief which is fair, just, and equitable under the circumstances of this case;
- f. reasonable attorney's fees; and
- g. the costs of this suit

COUNT III

TITLE VII  
SEXUAL HARASSMENT  
(Polly Trantham)

72. Ms. Trantham adopts and incorporates by reference the facts alleged above in support of this Count.
73. Defendant Coxwell subjecting Ms. Trantham to offensive and unwanted sexual overtures.
74. Ms. Trantham objected to and refused these overtures.
75. Defendant Coxwell made frequent comments to Ms. Trantham about his sexual desire and views toward other women.
76. Defendant Coxwell's sexual comments offended and embarrassed Ms. Trantham.
77. Defendant Coxwell said he was going through a divorce and was tired of going without.
78. While in the workplace at Long Leaf Lodge, Defendant Coxwell made inquiries into Ms. Trantham's sex life as well as made sexual advances.
79. Defendant Coxwell told Ms. Trantham it would be in her best interest if she would go out with him.
80. Defendant Coxwell's inquiries and advances offended and frightened Ms. Trantham.

81. He regularly made unwanted sexual remarks to her in the workplace.
82. On one occasion, Defendant Coxwell told Ms. Trantham that “a good sport fucking” would get her over the death of her husband.
83. Defendant Coxwell’s comment hurt Ms. Trantham.
84. Ms. Trantham opposed his comment.
85. On another occasion, when Ms. Trantham was in the supply room, Defendant Coxwell approached her.
86. Defendant Coxwell had his pants down.
87. Defendant Coxwell exposed his penis to Ms. Trantham.
88. Defendant Coxwell’s conduct frightened and offended Ms. Trantham.
89. Ms. Trantham immediately left work after Defendant Coxwell exposed himself to her.
90. When Ms. Trantham returned to work, she told Defendant Coxwell she could not go along with his behavior.
91. Defendant Coxwell’s actions toward Ms. Trantham were taken while he was acting in his role as her supervisor and owner of Defendant Socoper.
92. Defendant Coxwell terminated Ms. Trantham’s employment.
93. Defendant Socoper is liable for sexual harassment.

WHEREFORE, PREMISES CONSIDERED, the Plaintiff Trantham

respectfully requests the entry of a judgment against Defendant Socoper pursuant to an order awarding:

- a. Compensatory damages to be determined by the trier of fact;
- b. Punitive damages to be determined by the trier of fact;
- c. Injunctive relief, including backpay and pre-judgment interest;
- d. That relief which is fair, just and equitable under the circumstances of the case; and
- e. The costs of this suit.

COUNT IV  
INVASION OF PRIVACY  
(Polly Trantham)

94. Plaintiff adopts and incorporates the facts set out above in support of this count.
95. Defendant Coxwell and Defendant Socoper invaded Ms. Trantham's privacy by subjecting her to offensive and unwanted sexual overtures and gathering and keeping personal and private information about her.
96. Defendant Coxwell made frequent comments to Ms. Trantham about his sexual desire and views toward other women.
97. Defendant Coxwell's sexual comments offended and embarrassed Ms.

Trantham.

98. While in the workplace at Long Leaf Lodge, Defendant Coxwell made inquiries into Ms. Trantham's sex life as well as made sexual advances.
99. Defendant Coxwell's inquiries and advances offended and frightened Ms. Trantham.
100. Defendant Coxwell's sexual pursuit of Ms. Trantham became aggressive.
101. He regularly made unwanted sexual remarks to her in the workplace.
102. On one occasion, Defendant Coxwell told Ms. Trantham that "a good sport fucking" would get her over the death of her husband.
103. Defendant Coxwell's comment hurt Ms. Trantham.
104. On another occasion, when Ms. Trantham was in the supply room, Defendant Coxwell approached her.
105. Defendant Coxwell had his pants down.
106. Defendant Coxwell exposed his penis to Ms. Trantham.
107. Defendant Coxwell's conduct frightened and offended Ms. Trantham.
108. Ms. Trantham immediately left work after Defendant Coxwell exposed himself to her.
109. When Ms. Trantham returned to work, she told Defendant Coxwell she could not go along with his behavior and asked that he allow her time to

find another job.

110. Defendant Coxwell's actions toward Ms. Trantham were taken while he was acting in his role as her supervisor and owner of Defendant Socoper.
111. Defendant Coxwell and/or another agent or employee of Socoper gathered and retained personal and private information about Ms. Trantham, including, but not limited to, the ambulance bill from the night Ms. Trantham's husband died, financial statement from the business Ms. Trantham operated with her husband, her mortgage, her income tax returns, her life insurance papers, and her dental insurance papers.
112. Defendant Socoper ratified and permitted Defendant Coxwell's conduct.
113. Defendant Socoper is liable for the conduct of Defendant Coxwell.
114. Defendant Coxwell and Defendant Socoper injured Ms. Trantham.

WHEREFORE, PREMISES CONSIDERED, the Plaintiff Trantham respectfully requests the entry of a judgment against Defendants Socoper and Coxwell pursuant to an order awarding:

- a. Compensatory damages to be determined by the trier of fact;
- b. Punitive damages to be determined by the trier of fact;
- c. Injunctive relief;
- d. That relief which is fair, just and equitable under the circumstances of

the case; and

- e. The costs of this suit.

COUNT V  
OUTRAGE  
(Polly Trantham)

- 115. Plaintiff Trantham adopts and incorporates the facts set out above in support of this count.
- 116. Defendant Coxwell and Defendant Socoper acted intentionally to inflict emotional distress on Ms. Trantham.
- 117. Defendant Coxwell made frequent graphic comments to Ms. Trantham about his sexual desire and views toward other women.
- 118. Defendant Coxwell's sexual comments offended and embarrassed Ms. Trantham.
- 119. While in the workplace at Long Leaf Lodge, Defendant Coxwell made inquiries into Ms. Trantham's sex life as well as sexual advances.
- 120. Defendant Coxwell's inquiries and advances offended and frightened Ms. Trantham.
- 121. Defendant Coxwell's sexual pursuit of Ms. Trantham became aggressive.
- 122. He regularly made unwanted sexual remarks to her in the workplace.



123. On one occasion, Defendant Coxwell told Ms. Trantham that “a good sport fucking” would get her over the death of her husband.
124. Defendant Coxwell’s comment hurt Ms. Trantham.
125. On another occasion, when Ms. Trantham was in the supply room, Defendant Coxwell approached her.
126. Defendant Coxwell had his pants down.
127. Defendant Coxwell exposed his penis to Ms. Trantham.
128. Defendant Coxwell’s conduct frightened and offended Ms. Trantham.
129. Ms. Trantham immediately left work after Defendant Coxwell exposed himself to her.
130. When Ms. Trantham returned to work, she told Defendant Coxwell she could not go along with his behavior.
131. Defendant Coxwell’s actions toward Ms. Trantham were taken while he was acting in his role as her supervisor and owner of Defendant Socoper.
132. Defendant Socoper ratified and permitted Defendant Coxwell’s conduct.
133. Defendant Socoper is liable for the conduct of Defendant Coxwell.
134. Defendant Coxwell and Defendant Socoper injured Ms. Trantham.

WHEREFORE, PREMISES CONSIDERED, Plaintiff Trantham requests the entry of a judgment against Defendants Socoper and Coxwell pursuant to an

order awarding:

- a. Compensatory damages to be determined by the trier of fact;
- b. Punitive damages to be determined by the trier of fact;
- c. Injunctive relief;
- d. That relief which is fair, just and equitable under the circumstances of the case; and
- e. The costs of this suit

COUNT VI  
NEGLIGENT/WANTON SUPERVISION, TRAINING, AND RETENTION  
(Polly Trantham)

135. Plaintiff Trantham adopts and realleges the paragraphs above as if fully set forth in full herein.
136. Defendant Socoper had a duty to provide a reasonably safe, non-hostile and non-discriminatory work environment to Plaintiff Trantham.
137. Defendant Socoper knew, or should have known, of the conduct of Defendant Coxwell.
138. Defendant Socoper negligently supervised, trained and/or retained Defendant Coxwell.
139. Defendant Socoper maliciously, deliberately, wantonly and/or negligently

retained employees, such as Defendant Coxwell, engaged in illegal conduct, including, but not limited to, Defendant Coxwell.

140. Defendant failed to protect employees, such as Plaintiff Trantham, from the illegal treatment described in this Complaint.

141. As a result of Defendant Socoper's action and inaction, Ms. Trantham was injured.

WHEREFORE, PREMISES CONSIDERED, the Plaintiff Trantham respectfully requests the entry of a judgment against Defendants Socoper pursuant to an order awarding:

- a. Compensatory damages to be determined by the trier of fact;
- b. Punitive damages to be determined by the trier of fact;
- c. Injunctive relief;
- d. That relief which is fair, just and equitable under the circumstances of the case; and
- e. The costs of this suit

COUNT VII  
TITLE VII  
RACE DISCRIMINATION  
(Laura Williams)

142. Plaintiff Williams adopts and incorporates the facts set out above in support

of this count.

143. This is a claim against Defendant Socoper arising under Title VII of the Civil Rights Act of 1964, as amended, prohibiting race discrimination in the workplace
144. Socoper hired Ms. Williams in 2014.
145. At no point during her employment did Ms. Williams receive an employee handbook from Defendant Socoper.
146. Ms. Williams worked in housekeeping.
147. Ms. Williams earned \$8.50 an hour.
148. Defendant James L. Coxwell made racially derogatory statements about African-American employees, including Ms. Williams.
149. Defendant Coxwell referred to Ms. Williams and other African-American employees as “thieving ass black bitches.”
150. Defendant Coxwell commented he wanted all white employees at the Long Leaf Lodge because black people made the lodge look bad.
151. Ms. Williams heard Defendant Coxwell wanted all of the African-American employees discharged.
152. Plaintiff Williams regularly wore her hair as blonde.
153. On or about July 10, 2015, Defendant Coxwell encouraged Plaintiff to

appear white by wearing her hair blonde and telling her she needed to look like a white woman every day at the Lodge.

154. Defendant Coxwell told Ms. Williams that she needed to wear blonde hair so she could think straight.

155. Defendant Coxwell told Plaintiff Williams that she needed to put her blonde hair back on because she looked stupid without it.

156. Defendant Coxwell made the decision to terminate Ms. Williams.

157. Ms. Williams' employment was terminated through a memo from James Coxwell dated July 24, 2015.

158. The termination memo stated Ms. Williams was being terminated in accordance with Employee Handbook Section 4-02, Employment Termination.

159. Ms. Williams had never received an employee handbook, so she did not know what was contained in that section.

160. Defendant Socoper discriminated against Ms. Williams based on her race, African-American.

WHEREFORE, PREMISES CONSIDERED, the Plaintiff Williams respectfully requests the entry of judgment under Title VII, as amended, against Defendant Socoper pursuant to an Order awarding:

- a. compensatory damages to be determined by the trier of fact;
- h. punitive damages to be determined by the trier of fact;
- i. nominal damages to be determined by the trier of fact;
- j. injunctive relief, including backpay and pre-judgment interest;
- k. that relief which is fair, just, and equitable under the circumstances of this case;
- l. reasonable attorney's fees; and
- m. the costs of this suit.

COUNT VIII  
42 U.S.C. §1981  
RACE DISCRIMINATION  
(Laura Williams)

161. This is a claim against Defendant Socoper and Defendant Coxwell arising under 42 U.S.C. §1981 for race discrimination.
162. Defendant James L. Coxwell made racially derogatory statements about African-American employees, including Ms. Williams.
163. Defendant Coxwell referred to Ms. Williams and other African-American employees as “thieving ass black bitches.”
164. Ms. Williams was aware Defendant Coxwell had commented he wanted all

white employees at the Long Leaf Lodge because black people made the lodge look bad.

165. Ms. Williams was aware Defendant Coxwell wanted all of the African-American employees discharged.
166. On or about July 10, 2015, Defendant Coxwell encouraged Plaintiff to appear white by wearing her hair blonde and telling her she needed to look like a white woman every day at the Lodge.
167. Defendant Coxwell told Ms. Williams that she needed to wear blonde hair so she could think straight.
168. Defendant Coxwell told Plaintiff Williams that she needed to put her blonde hair back on because she looked stupid without it.
169. Defendant Coxwell made the decision to terminate Ms. Williams.
170. Ms. Williams' employment was terminated through a memo from James Coxwell dated July 24, 2015.
171. The termination memo stated Ms. Williams was being terminated in accordance with Employee Handbook Section 4-02, Employment Termination.
172. Ms. Williams had never received an employee handbook, so she did not know what was contained in that section.

173. Defendant Socoper and Defendant Coxwell discriminated against Ms. Williams based on her race, African-American.

WHEREFORE, PREMISES CONSIDERED, the Plaintiff Williams respectfully requests the entry of judgment under 42 U.S.C. §1981, against Defendant Socoper and Defendant Coxwell pursuant to an Order awarding:

- a. compensatory damages to be determined by the trier of fact;
- b. punitive damages to be determined by the trier of fact;
- c. nominal damages to be determined by the trier of fact;
- d. injunctive relief, including backpay and pre-judgment interest;
- e. that relief which is fair, just, and equitable under the circumstances of this case;
- f. reasonable attorney's fees; and
- g. the costs of this suit

COUNT IX  
TITLE VII  
SEXUAL HARASSMENT  
(Laura Williams)

174. Ms. Williams adopts and incorporates by reference the facts alleged above in support of this Count.



175. Defendant Coxwell subjecting Ms. Williams to offensive and unwanted sexual overtures.
176. Prior to Defendant Socoper's termination of Polly Trantham, Ms. Williams complained to Ms. Trantham that something was not right with Mr. Coxwell based on the way he was treating her.
177. Defendant Coxwell regularly hugged Ms. Williams.
178. Defendant Coxwell regularly grinded against Ms. Williams.
179. Defendant Coxwell would tell Ms. Williams she was "fine as hell" when she wore her hair blonde.
180. When Ms. Williams wore her hair blonde, Defendant Coxwell would comment that he knew what her husband had been doing with her at night.
181. Defendant Coxwell frequently made comments to Ms. Williams about her husband having sex with her.
182. When Ms. Williams asked Defendant Coxwell if her daughter could have a pool party at the Long Leaf Lodge, he said she could only if Ms. Williams wore a bikini and he could take a picture.
183. Approximately eleven days before Defendant Socoper terminated Ms. Williams, Defendant Coxwell told Plaintiff he would take her to his house, tie her down, "fuck the shit out of her," and never let her go.

184. In the week prior to Ms. Williams' termination, Defendant Coxwell asked her if she was "sore from the night before," and said he wanted to know how hard her husband "fucked" her the night before.
185. In the week prior to Ms. Williams' termination, Defendant Coxwell commented to Ms. William about her breasts and asked her "how high are those babies going to get up there today?"
186. When Defendant Coxwell made sexual comments to Ms. Williams, she tried to walk away.
187. Defendant Coxwell's comments and propositions were unwanted by Ms. Williams.
188. Ms. Williams refused Defendant Coxwell's advances.
189. Defendant Coxwell's actions created a sexually hostile work environment.
190. Defendant Coxwell terminated Ms. Williams's employment.
191. Defendant Coxwell subjected Ms. Williams to an adverse employment action, termination, because she would not reciprocate his sexual advances.
192. Defendant Socoper is liable for sexual harassment based on Defendant Coxwell's conduct.
193. Ms. Williams was injured by the sexual harassment she experienced while working for Socoper.

WHEREFORE, PREMISES CONSIDERED, the Plaintiff Williams respectfully requests the entry of a judgment against Defendant Socoper pursuant to an order awarding:

- a. Compensatory damages to be determined by the trier of fact;
- b. Punitive damages to be determined by the trier of fact;
- c. Injunctive relief, including backpay and pre-judgment interest;
- d. That relief which is fair, just and equitable under the circumstances of the case; and
- e. The costs of this suit.

COUNT X  
TITLE VII  
RETALIATION  
(Laura Williams)

194. This is a claim against Defendant Socoper arising under Title VII of the Civil Rights Act of 1964, as amended, prohibiting retaliation in the workplace

195. Ms. Williams opposed and objected to the sexual and racial comments and actions of Defendant Coxwell.

196. After Ms. Williams opposed and objected to the sexual and racial comments

and actions of Defendant Coxwell, Defendant Coxwell terminated Ms. Williams.

197. Defendant Coxwell told other people he fired Ms. Williams because he heard she was going to sue him for sexual harassment.
198. Defendant Socoper terminated Ms. Williams for opposing employment practices made unlawful by Title VII of the Civil Rights Act of 1964, as amended.
199. Defendant Socoper retaliated against Ms. Williams.
200. Defendant Socoper's retaliatory conduct injured Ms. Williams.

WHEREFORE, PREMISES CONSIDERED, the Plaintiff Williams respectfully requests the entry of judgment under Title VII, as amended, against Defendant Socoper pursuant to an Order awarding:

- a. compensatory damages to be determined by the trier of fact;
- n. punitive damages to be determined by the trier of fact;
- o. nominal damages to be determined by the trier of fact;
- p. injunctive relief, including backpay and pre-judgment interest;
- q. that relief which is fair, just, and equitable under the circumstances of this case;
- r. reasonable attorney's fees; and

s. the costs of this suit.

COUNT XI  
42 U.S.C. §1981  
RETALIATION  
(Laura Williams)

201. This is a claim against Defendant Socoper and Defendant Coxwell arising under 42 U.S.C. §1981.

202. Ms. Williams adopts and incorporates by reference the facts alleged above in support of this Count.

203. Ms. Williams opposed Defendant Coxwell's racially discriminatory conduct.

204. Defendant Coxwell terminated Ms. Williams' employment with Defendant Socoper.

205. Defendant Coxwell was acting as an owner and officer of Defendant Socoper when he terminated Ms. Williams.

206. Defendants Socoper and Coxwell retaliated against Ms. Williams by terminating her employment.

207. Defendants' retaliatory conduct injured Ms. Williams.

WHEREFORE, PREMISES CONSIDERED, the Plaintiff Williams

respectfully requests the entry of judgment under 42 U.S.C. §1981, against Defendant Socoper and Defendant Coxwell pursuant to an Order awarding:

- a. compensatory damages to be determined by the trier of fact;
- b. punitive damages to be determined by the trier of fact;
- c. nominal damages to be determined by the trier of fact;
- d. injunctive relief, including backpay and pre-judgment interest;
- e. that relief which is fair, just, and equitable under the circumstances of this case;
- f. reasonable attorney's fees; and
- g. the costs of this suit

COUNT XII  
INVASION OF PRIVACY  
(Laura Williams)

208. Defendant Coxwell and Defendant Socoper invaded Ms. Williams' privacy by subjecting her to offensive and unwanted sexual overtures and inquiries.
209. While in the workplace at Long Leaf Lodge, Defendant Coxwell made inquiries into Ms. Williams' sex life as well as made sexual advances.
210. Defendant Coxwell's sexual comments and inquiries offended, embarrassed and frightened Ms. Williams.

211. Defendant Coxwell's actions were taken in the line and scope of his roles as owner and top executive officers of Defendant Socoper.

212. Defendant Socoper ratified and permitted Defendant Coxwell's conduct.

213. Defendant Socoper is liable for the conduct of Defendant Coxwell.

214. Defendant Coxwell and Defendant Socoper injured Ms. Williams.

WHEREFORE, PREMISES CONSIDERED, the Plaintiff Williams respectfully requests the entry of a judgment against Defendants Socoper and Coxwell pursuant to an order awarding:

- a. Compensatory damages to be determined by the trier of fact;
- b. Punitive damages to be determined by the trier of fact;
- c. Injunctive relief;
- d. That relief which is fair, just and equitable under the circumstances of the case; and
- e. The costs of this suit.

COUNT XIII  
OUTRAGE  
(Laura Williams)

215. Ms. Williams adopts and incorporates the facts set forth above in support of this count.

216. Defendant Coxwell and Defendant Socoper acted intentionally to inflict emotional distress on Ms. Williams.
217. Defendant Coxwell's sexual comments offended, embarrassed and frightened Ms. Williams.
218. When Ms. Williams did not reciprocate Defendant Coxwell's sexual advances, he terminated her employment.
219. Defendant Coxwell's actions toward Ms. Trantham were taken while he was acting in his role as an agent and owner of Defendant Socoper.
220. Defendant Socoper ratified and permitted Defendant Coxwell's conduct.
221. Defendant Socoper is liable for the conduct of Defendant Coxwell.
222. Defendant Coxwell and Defendant Socoper injured Ms. Williams.

WHEREFORE, PREMISES CONSIDERED, Plaintiff Trantham requests the entry of a judgment against Defendants Socoper and Coxwell pursuant to an order awarding:

- a. Compensatory damages to be determined by the trier of fact;
- b. Punitive damages to be determined by the trier of fact;
- c. Injunctive relief;
- d. That relief which is fair, just and equitable under the circumstances of the case; and



- e. The costs of this suit

COUNT XIV  
NEGLIGENT/WANTON SUPERVISION, TRAINING, AND RETENTION  
(Laura Williams)

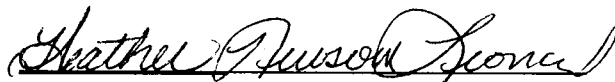
223. Plaintiff Williams adopts and realleges the paragraphs above as if fully set forth in full herein.
224. Defendant Socoper had a duty to provide a reasonably safe, non-hostile and non-discriminatory work environment to Plaintiff Williams.
225. Defendant Socoper knew, or should have known, of the conduct of Defendant Coxwell.
226. Defendant Socoper negligently supervised, trained and/or retained Defendant Coxwell.
227. Defendant Socoper maliciously, deliberately, wantonly and/or negligently retained employees, such as Defendant Coxwell, engaged in illegal conduct, including, but not limited to, Defendant Coxwell.
228. Defendant failed to protect employees, such as Ms. Williams, from the illegal treatment described in this Complaint.
229. As a result of Defendant Socoper's action and inaction, Ms. Williams was injured.

WHEREFORE, PREMISES CONSIDERED, the Plaintiff Williams respectfully requests the entry of a judgment against Defendants Socoper pursuant to an order awarding:

- a. Compensatory damages to be determined by the trier of fact;
- b. Punitive damages to be determined by the trier of fact;
- c. Injunctive relief;
- d. That relief which is fair, just and equitable under the circumstances of the case; and
- e. The costs of this suit

PLAINTIFFS REQUEST A TRIAL BY STRUCK JURY.

Respectfully submitted,



Heather Newsom Leonard  
Attorney Code - ASB-1152-061H  
ATTORNEY FOR PLAINTIFFS

OF COUNSEL:

HEATHER LEONARD, P.C.  
P.O. Box 43768  
Birmingham, AL 35243  
Phone: (205) 977-5421  
Facsimile: (205) 278-1400  
E-mail: [Heather@HeatherLeonardPC.Com](mailto:Heather@HeatherLeonardPC.Com)

PLEASE SERVE DEFENDANTS VIA CERTIFIED MAIL:

Socoper, Inc.

c/o James Coxwell, Registered Agent  
5098 Gwendolyn Court  
Acworth, GA 30101

James L. Coxwell  
5098 Gwendolyn Court  
Acworth, GA 30101

**IN THE UNITED STATES DISTRICT COURT  
FOR THE NORTHERN DISTRICT OF ALABAMA  
EASTERN DIVISION**

POLLY DIANE TRANTHAN, and )  
LAURA ANN WILLIAMS, )

Plaintiffs, )

vs. )

SCOOPER, INC. d/b/a LONG LEAF )  
LODGE, and JAMES L. COXWELL, )

Defendants. )

CIVIL ACTION NO.:

---

**COMPLAINT  
Exhibit 1**

---

EEOC Form 5 (11/09)

<b>CHARGE OF DISCRIMINATION</b>		Charge Presented To: Agency(ies) Charge No(s):	
This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.		<input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC	
		<b>846-2015-33184</b>	
State or local Agency, if any _____ and EEOC _____			
Name (Indicate Mr., Ms., Mrs.) <b>Ms. Polly Trantham</b>		Home Phone (Incl. Area Code)	Date of Birth
Street Address		City, State and ZIP Code	
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)			
Name <b>SOCOPER INC D/B/A LONG LEAF LODGE</b>		No. Employees, Members <b>15 - 100</b>	Phone No. (Include Area Code) <b>(256) 820-9494</b>
Street Address		City, State and ZIP Code	
<b>74 Exchange Avenue, Ft McClellan, AL 36205</b>			
Name		No. Employees, Members	Phone No. (Include Area Code)
Street Address		City, State and ZIP Code	
DISCRIMINATION BASED ON (Check appropriate box(es).)		DATE(S) DISCRIMINATION TOOK PLACE	
<input checked="" type="checkbox"/> RACE <input type="checkbox"/> COLOR <input type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input type="checkbox"/> NATIONAL ORIGIN <input checked="" type="checkbox"/> RETALIATION <input type="checkbox"/> AGE <input type="checkbox"/> DISABILITY <input type="checkbox"/> GENETIC INFORMATION <input type="checkbox"/> OTHER (Specify)		Earliest    Latest <b>06-22-2015    07-06-2015</b> <input type="checkbox"/> CONTINUING ACTION	
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):			
<p>I am a White female. I was hired by the above named employer in January 2013 as a Bookkeeper. My most recent position was Manager / Bookkeeper. During June 2015, James L Coxwell (White) Owner instructed me to discharge a Black employee so that he could hire his daughter. I refused and Mr. Coxwell told me that I was not going to place more value on a "nigger". I was given a verbal warning about hiring African Americans. Mr. Coxwell told me that I was not going to turn the lodge into the "ghetto lodge" and he was tired of me hiring "hood rats". Mr. Coxwell used racial slurs in the workplace on a regular basis. Mr. Coxwell has made racial slurs about an African American Housekeeper Supervisor and discharged her over the telephone for no reason.</p> <p>I was discharged on July 6, 2015, subsequent to opposing employment practices made unlawful by Title VII of the Civil Rights Act of 1964, as amended.</p> <p>I believe I have been discriminated against in retaliation in violation of Title VII of the Civil Rights Act of 1964, as amended.</p>			

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.  I declare under penalty of perjury that the above is true and correct.	NOTARY - When necessary for State and Local Agency Requirements  I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT  SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)
Date <u>9-24-15</u> Charging Party Signature <u>Polly Trantham</u>	

**IN THE UNITED STATES DISTRICT COURT  
FOR THE NORTHERN DISTRICT OF ALABAMA  
EASTERN DIVISION**

POLLY DIANE TRANTHAN, and )  
LAURA ANN WILLIAMS, )

Plaintiffs, )

vs. )

SCOOPER, INC. d/b/a LONG LEAF )  
LODGE, and JAMES L. COXWELL, )

Defendants. )

CIVIL ACTION NO.:

---

**COMPLAINT  
Exhibit 2**

---

EEOC Form 5 (11/09)

<b>CHARGE OF DISCRIMINATION</b> <small>This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.</small>		Charge Presented To:      Agency(ies) Charge No(s): <div style="display: flex; justify-content: space-between;"> <div> <input type="checkbox"/> FEPA  <input checked="" type="checkbox"/> EEOC         </div> <div style="text-align: right;"> <b>Amended</b>  <b>846-2015-33184</b> </div> </div>	
and EEOC			
State or local Agency, if any			
Name (indicate Mr., Ms., Mrs.) <b>Ms. Polly Trantham</b>		Home Phone (Incl. Area Code)	Date of Birth
Street Address		City, State and ZIP Code	
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)			
Name <b>SOCOPER INC D/B/A LONG LEAF LODGE</b>		No. Employees, Members <b>15 - 100</b>	Phone No. (Include Area Code) <b>(256) 820-9494</b>
Street Address <b>74 Exchange Avenue, Anniston, AL 36205</b>		City, State and ZIP Code	
Name		No. Employees, Members	Phone No. (Include Area Code)
Street Address		City, State and ZIP Code	
<b>E.E.O.C.</b> <b>BIRMINGHAM DISTRICT</b>			
DISCRIMINATION BASED ON (Check appropriate box(es))			
<div style="display: flex; flex-wrap: wrap;"> <div style="width: 50%;"><input checked="" type="checkbox"/> RACE</div> <div style="width: 50%;"><input type="checkbox"/> COLOR</div> <div style="width: 50%;"><input checked="" type="checkbox"/> SEX</div> <div style="width: 50%;"><input type="checkbox"/> RELIGION</div> <div style="width: 50%;"><input type="checkbox"/> NATIONAL ORIGIN</div> <div style="width: 50%;"><input checked="" type="checkbox"/> RETALIATION</div> <div style="width: 50%;"><input type="checkbox"/> AGE</div> <div style="width: 50%;"><input type="checkbox"/> DISABILITY</div> <div style="width: 50%;"><input type="checkbox"/> GENETIC INFORMATION</div> <div style="width: 50%;"><input type="checkbox"/> OTHER (Specify)</div> </div>			
DATE(S) DISCRIMINATION TOOK PLACE		DATE(S) DISCRIMINATION TOOK PLACE	
Earliest <b>06-22-2015</b>		Latest <b>07-06-2015</b>	
<input type="checkbox"/> CONTINUING ACTION			
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):			
<p>I am a White female. I was hired by the above named employer in January 2013 as a Bookkeeper. My most recent position was Manager / Bookkeeper. During my employment I was continually subjected of a sexually hostile work environment which included but was not limited to requests for dates and sexual favors by Mr. James Coxwell, Owner.</p> <p>On or about May 2, 2015, Mr. Coxwell made a sexual offensive statement to me about how I needed to have sex to get over the death of my husband. I opposed his comment. During third or fourth week in May 2015, he exposed his genitals to me. I became upset and left work immediately.</p> <p>He also told me when he sold insurance in the poor Black section of Anniston; he would accept sexual favors from 13 -14 year old Black girls when their parents could not pay their insurance premiums that he was collecting. Mr. Coxwell made references to me about one of my employee's skin tone and told me she could pass for White and how he would like to see the employee in a bathing suit. I subsequently warned my employee not to talk to Mr. Coxwell without me being present.</p>			
I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.		NOTARY - When necessary for State and Local Agency Requirements	
I declare under penalty of perjury that the above is true and correct.		I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.	
<div style="display: flex; align-items: center;"> <div style="text-align: center; margin-right: 20px;"> <b>10/12/15</b>  Date </div> <div style="text-align: center;">   Charging Party Signature </div> </div>		SIGNATURE OF COMPLAINANT	
		SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)	

EEOC Form 5 (11/09)

**CHARGE OF DISCRIMINATION**

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To:

Agency(ies) Charge No(s):

☐

FEPA

Amended

☒

EEOC

846-2015-33184

and EEOC

State or local Agency, if any

During June 2015, Mr. Coxwell instructed me to discharge a Black employee so that he could hire his daughter. I refused and Mr. Coxwell told me that I was not going to place more value on a "nigger". I was given a verbal warning about hiring African Americans. Mr. Coxwell told me that I was not going to turn the lodge into the "ghetto lodge" and he was tired of me hiring "hood rats". Mr. Coxwell and another White male employee referred to the housekeeping staff as "three lying Black bitches". I opposed these comment and was not allowed to give the White employee a written warning for his comment. Mr. Coxwell used racial slurs in the workplace on a regular basis. Mr. Coxwell has made racial slurs about an African American Housekeeper Supervisor and discharged her over the telephone for no reason.

I opposed Mr. Coxwell sexual and racial comments but he did not stop.

On July 6, 2015, Edwin Williams, who is not an employee gave me a letter informing me that I was discharged and escorted me off the property. Mr. Coxwell immediately started giving me unfavorable references for employment. He also calls my prospective employers and gave them a negative reference.

I believe I have been discriminated against because of my race, sex, and in retaliation in violation of Title VII of the Civil Rights Act of 1964, as amended.

Amended Charge

RECEIVED

OCT 24 2015

BIRMINGHAM DISTRICT

RECEIVED

OCT 21 2015

E.E.O.C.  
BIRMINGHAM DISTRICT

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

10/12/15

Date

Charging Party Signature

NOTARY - When necessary for State and Local Agency Requirements

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE  
(month, day, year)



**IN THE UNITED STATES DISTRICT COURT  
FOR THE NORTHERN DISTRICT OF ALABAMA  
EASTERN DIVISION**

POLLY DIANE TRANTHAN, and )  
LAURA ANN WILLIAMS, )

Plaintiffs, )

vs. )

SCOOPER, INC. d/b/a LONG LEAF )  
LODGE, and JAMES L. COXWELL, )

Defendants. )

CIVIL ACTION NO.:

---

**COMPLAINT  
Exhibit 3**

---

EEOC Form 161 (11/09)

## U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

## DISMISSAL AND NOTICE OF RIGHTS

To: Pollv Trantham

From: Birmingham District Office  
Ridge Park Place  
1130 22nd Street  
Birmingham, AL 35205☐On behalf of person(s) aggrieved whose identity is  
CONFIDENTIAL (29 CFR §1601.7(a))

EEOC Charge No.

EEOC Representative

Telephone No.

846-2015-33184

TROY D. SHICK,  
Investigator

(205) 212-2114

## THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:

☐

The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.

☐

Your allegations did not involve a disability as defined by the Americans With Disabilities Act.

☐

The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.

☐

Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge

☒

The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.

☐

The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.

☐

Other (briefly state)


## - NOTICE OF SUIT RIGHTS -

(See the additional information attached to this form.)

**Title VII, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, or the Age Discrimination in Employment Act:** This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit must be filed **WITHIN 90 DAYS** of your receipt of this notice; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a claim under state law may be different.)

**Equal Pay Act (EPA):** EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that backpay due for any violations that occurred **more than 2 years (3 years)** before you file suit may not be collectible.

On behalf of the Commission

Delner Franklin-Thomas,  
District Director

JUN 13 2016

Enclosures(s)

(Date Mailed)

cc: SOCOPER INC D/B/A LONG LEAF LODGE  
c/o Donald W. Stewart  
STEWART & STEWART, PC  
Post Office Box 2274  
Anniston, AL 36202

**IN THE UNITED STATES DISTRICT COURT  
FOR THE NORTHERN DISTRICT OF ALABAMA  
EASTERN DIVISION**

POLLY DIANE TRANTHAN, and )  
LAURA ANN WILLIAMS, )

Plaintiffs, )

vs. )

SCOOPER, INC. d/b/a LONG LEAF )  
LODGE, and JAMES L. COXWELL, )

Defendants. )

CIVIL ACTION NO.:

---

**COMPLAINT  
Exhibit 4**

---

EEOC Form 5 (11/09)

<b>CHARGE OF DISCRIMINATION</b> <small>This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.</small>		Charge Presented To:      Agency(ies) Charge No(s): <input type="checkbox"/> FEPA <b>Amended</b> <input checked="" type="checkbox"/> EEOC <b>420-2015-02827</b>	
_____ and EEOC <small>State or local Agency, if any</small>			
Name (Indicate Mr., Ms., Mrs.) <b>Ms. Laura Williams</b>		Home Phone (Incl. Area Code)      Date of Birth	
Street Address      City, State and ZIP Code		_____	
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)			
Name <b>SOCOPER INC D/B/A LONG LEAF LODGE</b>		No. Employees, Members      Phone No. (Include Area Code) <b>15 - 100      (256) 820-9494</b>	
Street Address      City, State and ZIP Code <b>74 Exchange Avenue, Anniston AL 36205</b>		_____	
Name <div style="border: 1px solid black; padding: 5px; text-align: center; width: fit-content; margin: 0 auto;"> <b>RECEIVED</b>  <b>OCT 16 2015</b> </div>		No. Employees, Members      Phone No. (Include Area Code)	
Street Address      City, State and ZIP Code		_____	
DISCRIMINATION BASED ON (Check appropriate box(es).) <input checked="" type="checkbox"/> RACE <input type="checkbox"/> COLOR <input checked="" type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input type="checkbox"/> NATIONAL ORIGIN <input checked="" type="checkbox"/> RETALIATION <input type="checkbox"/> AGE <input type="checkbox"/> DISABILITY <input type="checkbox"/> GENETIC INFORMATION <input type="checkbox"/> OTHER (Specify) _____		E.E.O.C. <b>BIRMINGHAM DISTRICT</b> DATE(S) DISCRIMINATION TOOK PLACE Earliest      Latest <b>07-10-2015      07-24-2015</b> <input type="checkbox"/> CONTINUING ACTION	
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)): <p>I am a Black female. I was hired by the above named employer in June 2014, as a Housekeeper/Laundry. I was later promoted to Housekeeping Supervisor.</p> <p>On July 10, 2015, Mr. Coxwell, Owner, began subjecting me to sexually and racially hostile work environment on a continuing basis. Mr. Coxwell would tell me that I needed to put my blond hair back on because I "look stupid without it". I was told with my blond hair I could pass as a white woman. Mr. Coxwell told me that I needed to look like a White woman at the Lodge.</p> <p>On July 13, 2015, Mr. Coxwell told me that he would take me to his house and tie me down and never let me go.</p> <p>On July 18, 2015 Mr. Coxwell asked me I if was "sore from the night before". He told me he wanted to know how hard my husband "fucked" me the night before.</p>			

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures. I declare under penalty of perjury that the above is true and correct.	NOTARY – When necessary for State and Local Agency Requirements I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT  SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)
<div style="display: flex; justify-content: space-between; align-items: flex-end;"> <div style="text-align: center;">             Date         </div> <div style="text-align: center;">           Charging Party Signature         </div> </div>	

EEOC Form 5 (11/09)

**CHARGE OF DISCRIMINATION**

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To:

Agency(ies) Charge No(s):

☐ FEPA  
☒ EEOC

Amended

420-2015-02827

and EEOC

State or local Agency, if any

On July 20, 2015, Mr. Coxwell made a comment about my breast and asked me "how high are those babies going to get up there today". I always walked away when Mr. Coxwell made sexually and racist statements to me.

During July 2015, I learned that Mr. Coxwell was referring to me and other Black female employees as "thieving ass Black bitches".

On July 23, 2015, Mr. Coxwell and Cam (While female last name unknown, Mr. Caswell's daughter) came to me with a piece of paper and asked why was my name on the paper to be subpoenaed for his divorce. I told them I did not know.

They told me I would be asked questions about seeing Cam taking big money bags out of the hotel and Mr. Coxwell making sexual statements towards me. They told me they wanted to know where my loyalties were regarding Mr. Coxwell. I told Mr. Coxwell and his daughter that the only thing I could do was to go to court and tell the truth.

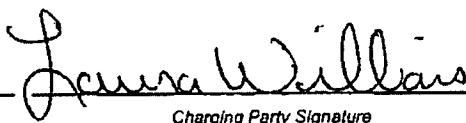
On July 24, 2015, I was called at home Mr. Edwin Williams (White male) who claimed to be a friend of Mr. Coxwell. Mr. Williams informed that I was no longer needed at work anymore and was being discharged under Article 42 in the employee handbook. I deny committing any misconduct and informed Mr. Williams that I was never issued an employee handbook and has never seen one. I also told he was not my boss and could not fire me.

I believe I have been discriminated against because of my race, sex, and in retaliation in violation of Title VII of the Civil Rights Act of 1964, as amended.

Amended Charge

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

Oct 12-15   
 Date Charging Party Signature

NOTARY - When necessary for State and Local Agency Requirements

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.  
 SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE  
 (month, day, year)

**IN THE UNITED STATES DISTRICT COURT  
FOR THE NORTHERN DISTRICT OF ALABAMA  
EASTERN DIVISION**

POLLY DIANE TRANTHAN, and )  
LAURA ANN WILLIAMS, )

Plaintiffs, )

vs. )

SCOOPER, INC. d/b/a LONG LEAF )  
LODGE, and JAMES L. COXWELL, )

Defendants. )

CIVIL ACTION NO.:

---

**COMPLAINT  
Exhibit 5**

---

EEOC Form 181 (11/09)

## U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

## DISMISSAL AND NOTICE OF RIGHTS

To: Laura Williams

From: Birmingham District Office  
Ridge Park Place  
1130 22nd Street  
Birmingham, AL 35205☐On behalf of person(s) aggrieved whose identity is  
CONFIDENTIAL (29 CFR §1601.7(a))

EEOC Charge No.

EEOC Representative

Telephone No.

420-2015-02827

TROY D. SHICK,  
Investigator

(205) 212-2114

## THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:

☐

The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.

☐

Your allegations did not involve a disability as defined by the Americans With Disabilities Act.

☐

The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.

☐

Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge

☒

The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.

☐

The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.

☐

Other (briefly state)

## - NOTICE OF SUIT RIGHTS -

(See the additional information attached to this form.)

**Title VII, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, or the Age Discrimination in Employment Act:** This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit must be filed WITHIN 90 DAYS of your receipt of this notice; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a claim under state law may be different.)

**Equal Pay Act (EPA):** EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that **backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.**

On behalf of the Commission

Delner Franklin-Thomas,  
District Director

JUN 13 2016

Enclosures(s)

(Date Mailed)

cc: SOCOPER INC D/B/A LONG LEAF LODGE  
c/o Donald W. Stewart  
STEWART & STEWART, PC  
Post Office Box 2274  
Anniston, AL 36202